

KTVL Annual EEO Public File Report

October 1, 2008 – September 30, 2009

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the KTVL website.

The information in this report covers the time period beginning October 1, 2008 to September 30, 2009 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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**Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	General Sales Manager	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL .Com Website www.ktv.com</p> <p>Decision Toolbox Kathy Marshall Kmarshall@dttoolbox.com</p> <p>Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	Decision Toolbox
2	Photo Journalist/Live Shot Technician	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Personnel Source 150 Hawthorne St. Suite A.</p>	Personnel Source

		<p>Medford, OR 97501 541-776-7466</p> <p>Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	
3	Photo Journalist/Live Shot Technician	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	Craigslist.com
4	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website</p>	TVJobs.com

		www.ktv.com TVJOBS.COM Oregon Employment Department www.emp.state.or.us/joborders Craigslis www.medford.craigslis.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone All sources on appendix 2	
5	Account Executive	Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com KTVL.Com Website www.ktv.com Oregon Employment Department www.emp.state.or.us/joborders Craigslis www.medford.craigslis.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone All sources on appendix 2	Craigslis.com

6	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>TVJOBS.COM Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	TVJobscom
7	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>TVJOBS.COM Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p>	TVJobs.com

		All sources on appendix 2	
8	Technical Director	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>TVJOBS.COM Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	Word of Mouth
9	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>TVJOBS.COM Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240</p>	TVJobs.com

		Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone	
		All sources on appendix 2	

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

Total Number of Persons Interviewed #1 thru #9: 48

Total Number of Interviewees Per Recruiting/Referral Sources:

KTVL.com	6
KTVL in house	5
Freedom.com	12
Craigslist.com	2
Oregon Employment Dept	1
Decision Toolbox	4
TVjobs.com	8
Internal Posting	3
Referral	6
Personnel Source	1

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**Appendix 2
RECRUITMENT SOURCE LIST**

South Asian Journalists Association
www.saja.org
Saja@columbia.edu

Nat'l Assoc. of Hispanic Journalists
www.nahj.org
jobbank@nahj.org

Ca. Chicano News Media Assoc.
www.ccnma.org

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**Appendix 3
RECRUITMENT INITIATIVES**

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

KTVL personnel participated in the following events during the reporting period:

02/20/2009 Weather / Reporter gave Griffen Creek Elementary School a tour of the station and answered questions about the operation of equipment and weather.

03/04/2009 Promotions Manager gave Southern Oregon University a tour of the station and answered questions.

03/11/2009 Program Coordinator gave Madrone Charter School a tour of the station and answered questions.

03/13/2009 General Manager gave Mae Richardson Elementary 3rd grade Cub Scouts a tour of the station, watching the News 10 at 5:00 p.m., from the control room and studio with questions after the show.

Outreach Initiative #2

Participate in at least four activities sponsored by community groups active in broadcast employment issues, including conventions, career days, workshops and similar activities.

07/10/2009 General Manager gave Bridges, a youth organization for teenagers and affiliated with the United Way of Jackson County, a tour of the station and answered questions.

Outreach Initiative #3

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2008 - 09 internship programs attracted two college students. Both interned in the News Department. The colleges represented were Southern Oregon University and Rogue Community College. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #4

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KTVL provides on-going training to management and supervisory personnel.

February 25, 2009

Hiring managers attended diversity training presented by Freedom Broadcasting Senior Director of Human Resources Deborah Mills and Associate General Counsel Albert Nicholson. The training enabled the management team to build their skills in recruitment and gave them a better understanding of ensuring equal employment opportunity and preventing discrimination.

July 16, 2009

Department Managers and the General Manager assembled in-house to discuss EEO regulations and to view a dvd entitled "Legal Survival Skills for the Modern Manager". They also signed a statement acknowledging receipt of the related company policies and acknowledgement of their responsibility as a manager to comply with and enforce EEO rules and station policies relating to discrimination, harassment and workplace protocol.

Outreach Initiative #5

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

October 30, 2008

Palm Beach County Job Fair at Palm beach Gardens, Florida. Deborah Mills, Sr. Director of HR for Freedom Broadcast and Ursula Peak, HR representative attended.

April 2, 2009

Career Fair at Palm Beach Community College, Lake Worth Campus, Florida. Deborah Mills, Sr. Director of HR for Freedom Broadcast and Ursula Peak HR representative attended.

April 22, 2009

NAB Education Foundation Career Day, Las Vegas, NV Hilton. Deborah Mills, Sr. Director of HR for Freedom Broadcast, Lisa Jackson News Director, WRGB Albany NY, Bill Rinchik, VP Finance for Freedom Broadcast attended.

May 7, 2009

Career Fair – Southern Oregon University, Ashland, OR. Kingsley Kelley, General Manager and Manny Fantis, News Director attended.

May 27, 2009

Career Fair at National Association of Broadcasters Education Foundation (NABEF), Las Vegas, NV. Deborah Mills, Sr. Director of HR for Freedom Broadcast attended.

September 10, 2009

Job and Career Fair - Jackson County Oregon Employer Council, Medford, OR. Deborah Mills, Sr. Director of HR for Freedom Broadcast and Kingsley Kelley, General Manager for KTVL-TV attended.